



DEPARTMENT OF THE ARMY
US ARMY ADJUTANT GENERAL SCHOOL
UNITED STATES ARMY SOLDIER SUPPORT INSTITUTE
10000 HAMPTON PARKWAY
FORT JACKSON, SOUTH CAROLINA 29207-7025

ATSG-AG

23 May 2007

SUBJECT: Training of Military Pay Entitlements within the AGS

1. Purpose. To provide the HR Community Leaders with key information about the training of Military Pay Entitlements within the AGS.

2. Discussion.

a. The fielding of DIMHRS (Defense Integrated Military Human Resources System) in August 2008, will bring about the seamless delivery of key personnel functions, tie pay changes directly to personnel transactions and provide a single personnel and payroll record for every Soldier, regardless of component. A key aspect of this linkage of records means that military pay, as a core competency, will transfer from the Financial Management (FM) to the Human Resource (HR) community.

b. Taking on military pay as a core competency means that as HR professionals, we must increase our knowledge and know-how of military pay and entitlements before DIMHRS is fielded. In the year ahead, every HR Soldier, civilian employee, and contract support team member should start to build military pay expertise, as well as demonstrate adaptive and flexible mindsets about our new core competency. Now is the time for all of us to start mentally linking personnel actions to the downstream pay transaction that it will generate or support.

c. To better enable this transition, the Adjutant General (AGS) and Financial Management Schools (FMS) have collaborated and developed a military pay entitlements training support package (TSP) that will be taught in all Officer Education System (OES), Non-Commissioned Officer Education System (NCOES), and Advanced Individual Training (AIT) courses beginning in July 2007. An exportable training package is also under development and will be available during the month of July 2007 for use by HR leaders in the field. Further instructions on how to access this TSP will be provided under a separate message in early July 2007. The TSP will not teach you how to perform transactions in DIMHRS, but will serve to jumpstart your understanding of military pay entitlements for the Active Component and certain Reserve Component entitlements.

d. Two weeks ago, we started training AGS staff and faculty in MILPAY. This training will continue into June; after which we will validate the instruction for use in AIT, NCOES, and OES courses. During this period, we are also developing the exportable training product for use in the field.

e. Below is the laydown of proposed course content by enabling learning objective (ELO), learning activity (LA) and number of hours of instruction:

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Introduction to DIMHRS

ELO A: Research Finance Actions

LA 1: Research Finance Actions (4 hrs)

Practical Exercise/Review (1.6 hrs)

ELO B: Determine Entitlements for Pay and Allowances

LA 1: Basic Pay (3 hrs)

LA 2: Special Pay (.6 hrs)

LA 3: Incentive Pay (2 hrs)

LA 4: Allowances (3 hrs)

PE 1/Review (2.6 hrs)

PE 2/Review (2.6 hrs)

Test/Review (3.6 hrs)

f. As we prepare for the fielding of DIMHRS, use this time to reach out to your local FM organizations and solicit their expertise to support your training. The FM leadership and community around the Army are in partnership with our efforts to prepare for the transition.

g. Fully engaged HR leadership at every level will ensure successful transition to DIMHRS. Transfer of MILPAY from the FM to HR community is one step in the fielding. Doing what we can ahead of time to increase our knowledge and understanding of military pay will help make the shift as transparent as possible.

h. We stand ready at the AGS to support your efforts in any way we can. I will provide an update to this communication in late June as we close out the validation phase and complete the exportable training products. Recommend widest dissemination of this message.

3. Please email questions to agschool@jackson.army.mil or contact one of our POCs: Mr. Gary Adams- 803-751-8368; DSN 734-8368 or Mr. Mike Molosso- 803-751-8545; DSN 734-8545.



WANDA E. WILSON

Colonel, AG
Commandant